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JANE M. HOEY

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Relations with Associate Groups to Be Reconsidered

DURING the annual meeting in Grand Rapids a situation occurred which created considerable misunderstanding locally and within the Conference attendance regarding the position of the National Conference of Social Work in a local strike. At a specially-called meeting of the Executive Committee a statement was authorized for the press which is published herewith.

"Because of incidents which have occurred during the week that the National Conference of Social Work has been meeting in Grand Rapids, the Executive Committee of the Conference wishes to make its position clear to the people of this city.

"The Conference is a forum for the discussion of all points of view on social welfare. It is not a delegate body for taking specific action. It is non-racial, non-sectarian and non-political. It adopts no platforms and takes no official stand on local, state, national or international affairs.

"The Conference program in addition to its own sessions includes the meetings of fifty-five national social welfare groups, such as the Salvation Army, the Child Welfare League of America, the Church Conference of Social Work and the American Red Cross.

"These associate groups are independent bodies. Each is free to take any action, in line with its own purpose, that it sees fit but the actions of such groups, or of individuals attending the Conference, do not in any way represent the opinion of the whole Conference body.

"No individual, associate group, or agency can speak or act for the Conference without authorization by the Executive Committee or majority vote of the membership. No such authority to represent the Conference was requested or granted during or previous to the Grand Rapids meeting.

"The Executive Committee regrets that any misunderstanding of the situation has arisen, especially in a city which has offered us such generous hospitality.

"In a desire to prevent the recurrence of any such misunderstanding, the Executive Committee has voted to reconsider the relationships and responsibilities of Associate Groups to the Conference as a whole."

Inasmuch as this particular situation raised certain questions as to the mutual relationship of the Associate Groups and the Conference and the Associate Groups to each other, the Executive Committee unanimously voted to authorize a special committee to reconsider the whole question of mutual relationships and responsibilities of the Associate Groups with the Conference and with each other. The approval of Associate Groups for the coming year was left open until the special committee and the Executive Committee could act at the fall meeting of the Executive Committee.

THE TASK FOR 1941

By JANE M. HOEY

TO indicate some highlights of the last conference and to suggest the road ahead for the next one seems to be a function of the newly elected president of the National Conference of Social Work.

It is never easy to record trends in thinking of so large and varied a group as the membership of the National Conference, but this year the task is relatively simple. There was one predominant thought at every session—the War and its possible effect on our social institutions. Will we go to war? What would the defeat of France and England mean to the United States? Can we preserve the gains we have made in achieving a democracy? These questions were uppermost in everyone's mind and other problems received only secondary consideration.

Miss Coyle in her keynote speech stressed the fact that unsolved economic problems are the greatest threat to our democracy rather than the invasion of European dictators. The preservation of our democratic heritage she believes is dependent upon the development of a nation well nourished in body, healthy in mind and ever sensitive, in all parts of the population, to human values. Other speakers, especially at the general sessions, graphically presented the effect upon America of the dictators' conquests in Europe. Max Lerner defined democracy and emphasized

The President

MISS JANE M. HOEY, the new president of the National Conference of Social Work, is a graduate of Trinity College, Washington, D. C. and the New York School of Social Work. She received her Master's Degree from Columbia University and a few years ago was granted an honorary degree of LL.D. from Holy Cross College. During her professional career Miss Hoey has served as assistant secretary of the Board of Child Welfare of New York City; director of field service of the Atlantic Division of the American Red Cross; assistant director, Study of National Social Agencies in Fourteen American Cities, which was subsequently published in book form, with Porter Lee and Walter Pettit; secretary of the Bronx Committee of the New York Tuberculosis and Health Association; assistant director of the Welfare Council of New York City and secretary of the Health Division and is at present the director of public assistance of the Social Security Board in Washington.

She has always been active in the social work field outside of her regular tasks. For five years she served as a member of the New York State Crime Commission, assisting in the making of studies especially of causes of crime, problems of probation and parole, and so on. For ten years she served as a member of the New York State Correction Committee, supervising state prisons and county and city jails. As a result of this work she helped to establish in the New York City Police Department a Crime Prevention Bureau and served for several years as a member of its advisory committee.

She has been president of the New York State Conference of Social Work, vice-president on two occasions of the National Conference of Social Work, chairman of the New York City Chapter of the American Association of Social Workers and secretary of the American Association of Social Workers. She has been a long-cooperative member of the National Conference, serving on many sectional and other committees and has given of her time and energy unstintingly to the welfare of the organization. She brings to the presidency a wealth of experience in social work and a proven capacity for leadership.

its basic essentials. He cited instances of unfavorable economic or social conditions which would be detrimental to our desires to retain our present form of government and to evolve a better one.

It is practically impossible to predict what will be of major importance to social workers in 1941. However, if we review what has taken place in Europe and in the United States to date and consider what is likely to happen in the near future, it is evident that certain situations and subjects will receive serious discussion. Obviously there will be a continuance of many of the same problems analyzed at the 1940 Conference. However, the emphasis will not be the same and new aspects will be evident.

A different economy may be evolving abroad and this cannot help but effect the economy of the United States. Our whole pattern of living may thus be altered. Unemployment will remain an unsolved problem but its size and character will not remain the same. National defense, through the mobilization of men and equipment, will go forward rapidly and everything possible must be done to expedite this work. At what cost to our social programs, however,

will speed and efficiency be achieved?

Social workers know better than any other group that hungry, sick and discouraged people

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THE CONFERENCE IN RETROSPECT

By GRACE L. COYLE

The National Conference of 1940 will perhaps be remembered by those who attended it in Grand Rapids by the cloud of war which hung over it and penetrated its formal proceedings and its informal conversations. While it was true that the disasters in Europe colored all our thought, the Conference of course continued its consideration of the major problems confronting social work at this time.

If one could see its multiple and complex strands as a pattern, I believe there would be evident two or three major elements, some of them dealing with methods, some with urgent social problems, some with underlying philosophy.

Perhaps the most recurrent concern in the area of method was the interest in evaluation. This appeared in nearly every section—sometimes in terms of how to evaluate staff as in the Case Work Section, sometimes in terms of the evaluation of our methods in the field as in the Group Work Section, sometimes in terms of evaluating the total result of social work efforts in the community as in the Community Organization Section. This stock-taking habit is growing upon us and certainly should result in more realistic claims and more careful analysis of performance. It has its dangers if we become too self-conscious and too absorbed in contemplation of our own internal problems and so lose touch with our major functions themselves. Its occurrence simultaneously in so many places in the program probably indicates that we have reached a stage in the maturing of social work in which it is required before we can go ahead again under full steam.

Another development somewhat related to evaluation is the process of defining what we are doing in terms which represent a consensus of thinking in the field. We saw a further step of that sort in this conference in the Social Action Section. In 1936, the Group Work Section went through a process of discussion in local groups, committee activity and a final report representing a consensus on the objectives of group work as then understood. In 1937, a similar process developed in the Community Organization field with the same type of clarification and definition as its result. In this conference the question of the meaning of the term social action and its use by social workers received somewhat the same consideration with a resulting report in the concluding session. All of these are steps in clearer thinking and therefore we hope in more effective action.

The Social Action Section moved forward also in the consideration given to the relation of social workers to effective action. However competent

we may be in our particular jobs, when we get together to effect public opinion or to back legislation, we so often prove ourselves innocent and helpless novices in the essentials of democratic functioning. This is an area in which much more needs to be done if either individually or in groups we are to use our experience to the full.

One of the most urgent problems which claimed the interest of this conference in perhaps a larger measure than in any previous one is the problem of migration—both within the country and from abroad. Refugees from agricultural dislocation and from war-torn Europe represent some of our most tragic and most insistent problems. The Conference took a new and deeper interest in the meaning of these developments for social work. We are seeing in our generation a tearing up of populations, driven by hunger, persecution and war, which is more widespread and more devastating than history has seen for many centuries, if ever before. The forces of modern social work are all too inadequate to pit against such misery—but certainly it is a need requiring all our efforts at such a time.

Another development evident in the Conference was the extension of social work into rural areas. The consequences of the Social Security Act, of the new programs of the Department of Agriculture and the new demands arising from changed agricultural conditions are requiring an adaptation of social work practice. This is not its first appearance at the conference but this year reinforced from many sources our need to rethink our practice, to restrain our workers, to understand more deeply the rural setting if we are to meet the needs of an expanding program of rural social work.

Equally significant strands of concern for an adequate national health program, of realization of the significance for social work, of the new housing development were interwoven with the perennial and persistent questions on delinquency, on unmarried parenthood and similar problems with which every conference deals.

Perhaps the most distinctive characteristic of this conference as seen in retrospect were two notes both related to the world situation—directly or indirectly. There appeared at several points notably in the Case Work Section a definite attempt to deal more consciously with the responsibility of social work to society as well as to the individual client. This, I believe, is a reflection of the major issue being fought out on the battlefields of Europe—the relation of the State and the

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WAR CLOUDS OVER SOCIAL WORK

Grand Rapids Meeting Full of Discussion of Implications of Europe's Turmoil: Hospitable City Contributes much to a Really Great 67th Annual Meeting

MIDWAY in the 67th annual meeting of the National Conference of Social Work a hard-bitten copy reader in the news room of The Grand Rapids Press remarked somewhat cynically that "this meeting makes life seem like just one big crisis after another."

And in a roundup story, at the conclusion of the meeting, the Associated Press bureau chief wrote that "America's social thought of the twentieth century's fourth decade may be described as sorely worried . . . the worries which plague modern social workers are many and varied, if the past week's deliberations are any indication, but all of them fall into one general category: How can the United States best brace itself to meet the impact of an inevitably changed post-war world?"

Both of these men, from the ranks of America's best judges of public opinion—the press gallery—were right for as the Conference sessions moved through the week Hitler's legions drove relentlessly on, and in the face of the spreading conflagration in Europe, and with America looking to her own defenses—at tremendous cost—there was cause for talk of crises and for considerable worry.

Speakers at this great meeting—and it was a great meeting in every respect—were in general agreement that grave developments overseas must inevitably affect social, economic and political action in this nation and agreed that America must face the possibility of "becoming the last bulwark of democratic methods of government." Throughout the Conference the thread of thought was woven that the hard-earned gains of the past

Case Work Contest

ONE meeting, of the twenty-three held by the Social Case Work Section of the 67th annual meeting of the National Conference of Social Work, was devoted to the presentation of case work papers by newcomers in the case work field. In competition, restricted to case workers of two to five years experience, and conducted by Gordon Hamilton, of the New York School of Social Work, three finalists were selected to read their papers at the session on Thursday morning, May 30. The winners were: Helen L. Palmeter, visiting teacher, Rochester, N. Y.; Mrs. Rebecca Turtleaub, of the Traveler's Aid staff, New York City; and Mrs. Frances Parsons Simsarian, Assistant Consultant in Public Assistance, Social Security Board, Washington, D. C.

decade must be held and the social needs of the 1940's must be met adequately as the first step in our national defense program.

Host to the Conference, for the first time in 44 years, the City of Grand Rapids gave ample proof of its hospitality. The physical arrangements for the Conference, in terms of meeting places and housing accommodations, were good and the spirit of the city, which showed itself in such cordial grace, will long be remembered. Before concluding the meeting the Conference body unanimously approved the recommendation of the time and place committee to meet next at Atlantic City, New Jersey,

June 1 to 7, 1941.

Fifty-five associate groups met with the Conference in Grand Rapids this year and it is to be regretted that space limitations preclude the possibility of including reports on their meetings in The Conference Bulletin for in every program there could be found important contributions to social progress.

The official registration, according to Howard R. Knight, general secretary, was 4,888.

Describes America's Mission

The 67th annual meeting opened on Sunday evening, May 26, with Miss Grace L. Coyle, in her presidential address, taking the platform to chart social work's course for the fourth decade of the twentieth century, and to describe America's mission in the war-torn world.

This mission, Miss Coyle, who is professor of

group work in the school of applied social sciences at Western Reserve University, Cleveland, declared is "to bring to fruition the promise of Western civilization."

Early in her address Miss Coyle stated:

"I still believe that we can, and will, build here a society in which every individual can develop his power to the fullest, and in which the fruits of civilization, science, philosophy, art and human companionship can flourish and expand."

Miss Coyle pointed out that the widespread human suffering of the 1930's has threatened some of the most cherished possessions of the American people and declared, "the depth and scope of the depression, like a social earthquake or the erosion and destruction of a great flood, have changed the national landscape."

Effects of the depression she listed as follows: the undermining of the belief in opportunity for economic achievement; the disillusion and despair of youth; a generation of old age without resource or security; uprooted farm families who have become depression refugees; and, the lack of physical necessities essential to health and decency.

Expressing the hope "that America may remain free from the European conflagration," Miss Coyle pointed out, however, "that this nation is the child of European civilization and as such cannot be indifferent to the issues involved."

For social workers she envisioned, in the next decade, the opportunity to make their greatest contribution to national life, remarking "that the past decade has seen the number of social workers doubled over the 40,000 of 1930, and both public and private funds have increased in even greater proportion.

"Inadequate though our resources be, in the face of constantly unmet needs, this enlarged scope of social work gives new weight to our efforts," she said.

Extension of government services into various areas of our life, Miss Coyle asserted, is producing the practical necessity for extensive planning.

"In public housing, in social conservation, in erosion control, in rural resettlement, in public health, in social security, and in other areas, we are learning, in experimental fashion, how to apply scientific methods to human institutions.

"Out of the depression experience," Miss Coyle continued, "we are beginning to see our problems in country-wide and century-long terms and to envisage the preventive measures essential to the intelligent development of both the human and material resources of this continent. Born of this experience, too, is the belief that every American should have, at least, the essential minimum for health and decency."

Warning that European experience should teach us that despair of the people is the opportunity of the dictator, Miss Coyle said:

"As we see the individual subordinated to the state, the rise of an elite based upon race and power, the unabashed glorification of violence and trickery, we are shocked into the need for defining, in order to defend, the corresponding mores of democratic society.

"We need, in these days, to face our responsibilities for holding a positive—though not a moralistic—position," the Conference president stated.

Further warning that one of the most serious threats to our institutions lies in our inability to provide the minimum necessities of life for all, under conditions of security and self-respect, Miss Coyle remarked that social workers have a unique opportunity to understand this situation and to affect it.

Calling upon social work to dedicate itself to the preservation of the Fair Labor Standards Act; the creation of endurable conditions for migratory agricultural workers, and the awakening of public opinion, Miss Coyle placed above these, however, the need for development, on this continent, "of a society worthy of the democratic ferment with which we are endowed."

Pioneer Member Honored

As a feature of the opening session of the Conference Jeffrey R. Brackett, 80-year-old social work pioneer and past-president of the Conference, and a resident of Boston, Mass. and Richmond, Va., received from President Coyle, an award symbolic of his fiftieth year of membership in the National Conference of Social Work.

Relief Program Examined

An eight-point adequate relief program "to bring hope as well as help to millions" was offered Monday evening at the general session, by C. M. Bookman, vice-chairman of the Cincinnati and Hamilton County, Ohio, Community Chest and former deputy FERA administrator.

Condemning the present system of locally financed public relief, under which, he declared, "large numbers are in great need of the bare necessities of life, despite surplus commodities and WPA," Mr. Bookman pointed out that his suggestions would not eliminate a single constructive feature of the present system which he described as "unsound, inhuman and disastrous."

His eight-point program follows: acceptance of relief as a national problem; population adjustment or movement relative to national resources and industrial or agricultural change; public work programs on an efficiency basis; strengthening and perfecting of insurance and assistance provisions of the Social Security Act; general relief

program on a federal grant-in-aid basis with minimum standards set by the federal government; selection of all welfare personnel on a merit basis; national programs for migrants, transients and non-residents financed on a national basis; and extension of federal assistance to youth through CCC and NYA.

Mr. Bookman pointed out that financial limitations of local communities help to make relief a pressing national problem because, as he explained, "with the best intentions in the world local communities, limited to general property and sales taxes, cannot adequately finance relief."

Amplifying his projected program, Mr. Bookman listed some measures necessary to it, among them: an effective resettlement program for people in stranded areas; a public works program of useful government projects under which "unemployment and ability" would determine eligibility for assignment; inclusion of health insurance in the Social Security Act; full use of special or categorical provisions of the Social Security Act, to cover groups not now provided for, and extension of the Social Security Act to cover all dependent children, all of the aged and all of the blind.

"The first concern of our government, in its program of relief, should be always to meet the essential needs of all of our people and then, to make available all possible funds for work on an efficiency basis, independent of relief, and on a limited therapy basis in connection with general relief," Mr. Bookman declared.

Quoting statistics to prove his point, the speaker charged that "WPA has never been able to provide for all of those it accepted as its special task and what the federal government did, when it discontinued FERA, was to adopt a more expensive relief program and pay all of the money to a fractional part of the needy unemployed, leaving the rest unprovided for except as they could get relief from local sources."

"FERA, in its biggest year, granted relief totaling \$1,433,000,000 to 5,058,000 cases, while WPA, the next year—1936—paid \$1,592,000,000 to 2,544,000 workers, or in other words, it cost WPA \$160,000,000 more than FERA to care for one-half the number of cases," he said.

Explaining that he was fully aware of the theory of the Federal government back of this program—"that through this method the states and the local communities would be forced to aid the unemployables and thus the maximum amount of money would be made available for relief," he declared that "the theory simply has not worked out."

Mr. Bookman held, however, that it would be "tragedy" to do away with WPA, or to unduly restrict its operation, until something more satisfactory is provided in its place.

His eight-point program, Mr. Bookman explained, would strengthen the present program where it is weak, and he pointed out, that, because of the political significance of this year, "we find it more difficult, in 1940, than in any of the depression years that preceded it, to get intelligent consideration of a long-range work and relief program."

Make Plea For Young America

Youth was in the spotlight Tuesday evening at the general session with three speakers discussing the plight of American youngsters and the threat that their plight implies to the future of our democracy.

The speakers were: Katharine Lenroot, Chief of the Children's Bureau; Jack R. McMichael, Jr., chairman of the American Youth Congress, and Howard Y. McClusky, attache of the American Youth Commission, who read a paper prepared for presentation by Floyd W. Reeves, director of the Commission. Mr. Reeves was called back to Washington shortly before the meeting.

All three agreed that the survival of democracy is closely allied with the welfare of young America.

In her address Miss Lenroot painted a dire picture of children's needs throughout the country and said that between six and eight million children, in 1939, were in families dependent, for food and shelter, upon various forms of economic aid. This aid, in many cases, she declared, "is not enough to provide a good home."

The speaker also pointed out that half of the children of America receive no religious instruction outside of the home, that nearly a million children of elementary school age are not in school and that four million youths are out of work.

"The aims of democracy for children challenge the capacity of American citizenry to place the democratic ideal at the center of personal, family and community life; to subordinate the economic system to the democratic ideal; to use government for the advancement of human welfare and to support enlightened policies which will preserve and advance standards of personal well-being and social justice," she maintained.

Miss Lenroot said that the United States must protect its children but that they must be helped in ways which will not interfere with necessary military appropriations. On this point she declared that, "the American people cannot afford not to spend whatever sums may be required to provide both internal and external security for democracy rests upon the freedom of the spirit of men and women and upon the inculcation in children of devotion to the principles of free civilization."

"Social workers understand that for democracy,

as for the armies of Europe, 'Advance or Die' is the order of the day," she pointed out, adding that "the crisis faced by the world today is a 'totalitarian crisis,' not only for the Nazi state but also for the democracies, and our objectives for economic and social justice and for personal freedom, cannot be divorced from our objectives for World peace."

"It is a singular challenge, which in this year, 1940, is placed before the adults, the youth and the children of the United States and all of the nations of the Western hemisphere," Miss Lenroot said, "we cannot be democrats in our sympathies abroad and deny the application of democratic principles to any individual, or group of individuals, at home, and neither can we be democrats at home and at the same time be indifferent to the issues of the terrible conflicts which threaten a complete blackout of human freedom in other lands."

Miss Lenroot offered four ways for Americans to assure that they, and their children, will have the qualities essential to the preservation and advancement of democracy. They are: mental and physical health; an environment which will indoctrinate children with the theory of freedom and democracy; support and expansion of all phases of economic, political and social life; and, encouragement to live a life of self-discipline and self-control and cooperation with others.

Mr. Reeves, in his paper, declared that the survival of American democracy demands that conditions be established under which the young may have confidence in our institutions, counselling that "now is no time to procrastinate in a fool's paradise of false hopes."

"There are some who still believe that our unemployment problem may be solved by selling goods and armaments to warring nations in Europe," he declared, "but I think they are in error for any business boom, likely to result from war abroad, will scarcely touch jobless youth because most new jobs, if any, will not be open to inexperienced young people."

Mr. Reeves said that a national program to aid youth should include: a public work-study program for unemployed youth above 16; federal aid to school districts in depressed areas; a program to bring health services to young persons; community planning for vocational training, guidance and placement; and, encouragement of youth organizations.

"It is in the thousands of local communities throughout the land that the problems of youth must be met at first hand," he declared, "and it is here too that the necessary individual adjustments must be made by face-to-face contacts."

Mr. McMichael, in his address declared that American youth does not want war but is willing

to work, to live and even to die for a national defense program for the ill-housed, ill-fed, and ill-clothed.

"An aggressive national program to meet the needs of the ill-housed, ill-fed and ill-clothed—to defend the people from undernourishment, poor housing, inadequate medical care and inadequate opportunity for health—to put the jobless back to work—this is the surest road to the preservation of American democracy and the maintenance of American peace," he declared.

Faith in the American system of evolution, rather than revolution, was described as the precept upon which America can best prevail against all challenges, Barclay Acheson, associate editor of Reader's Digest, told the laymen's dinner crowd of 500 Tuesday evening.

"The present problem of America," he said, "is in adjusting itself to the most accelerated progress the world has ever seen and if we are not able to do that there is nothing to do but to return to the dark ages and grope and search until liberty is rediscovered so that we can begin anew."

Wednesday evening of Conference week was given over to social events. The Social Work Publicity Council's Revue drew an appreciative house of 1,700 and was followed by the President's Reception and the annual Conference Ball.

International Affairs Scrutinized

Thursday, the conferees, in general session, heard the first of three addresses devoted to national implications of international events with Rabbi Abba Hillel Silver, of the Temple, Cleveland, warning that the "fiction of national security through strict neutrality has been shattered forever."

"Our defense program must now envision an embattled America in a world of powerful neighbors whose way of life and whose political and economic creeds are the potential enemies of America."

Rabbi Silver contended that the future of the United States is inextricably bound up with battles now raging in Europe and said that "inasmuch as the outcome of these battles is now uncertain that the American people must prepare for either eventuality, victory or defeat for the Allies."

"Victory can only come after a prolonged and exhausting war which will shake the very foundations of the social, political and economic life of Europe and, if the Allies lose, Europe will be turned over to the moral anarchy of streamlined barbarism and the rest of the world will not long escape the effects of it."

Although he discounted any immediate danger of foreign invasion, he expressed the opinion that a Nazi triumph would mean that our American

world would become closely encircled by a hostile world and the pressure upon it would increase with years.

He warned, however, that our greatest danger will come from within and pointed out that a Nazi victory would lay the world at Nazi feet to hearten and inspire their agents, friends and admirers here.

To counteract this danger he counselled "a clear definition of our foreign policy in relation to the 21 countries of the Western hemisphere, constant exposure and elimination of forces hostile to our form of government and to our free institutions, and education of the citizens of the United States in techniques of modern propaganda and how to detect it.

He added, however, this admonition: "No hysteria! No witch hunting! No mass stampede from the bill of rights and the constitutional guarantees of a free people!"

On this score he said, "It would be folly to destroy liberty in an effort to preserve it. Sound patriotism must quickly translate itself into an intelligent and ardent program for social justice; for fairer distribution of social goods and for a larger measure of protection of our people against the hazards of unemployment, sickness and old age.

"The true vision of American life should be kept undimmed in these darkening days because it is the sole hope of the future."

Cautions Against Defeatism

The European scene, and its effect upon us, was again in the spotlight Friday evening when Vera Micheles Dean, research director of the Foreign Policy Association, New York City, took the platform before the general session audience to amplify Rabbi Silver's warnings.

She too called upon America to brace itself for "a propaganda blitzkrieg," if the Allies are defeated, and declared that the immediate effect of a German victory would take the form of an invasion "by propaganda" against American institutions rather than a military invasion.

"As France and Britain, and Europe's neutrals, have learned to their disaster," she said, "propaganda, working upon dissatisfied, war-weary and disillusioned people, can circumvent even outwardly effective military preparations."

Mrs. Dean cautioned against "defeatism" which could only redound to Germany's benefit and said that "until the Allies themselves have laid down their arms, the American people would be ill-advised to pre-judge the outcome of the conflict."

Peering into the future Mrs. Dean pointed out that "we may find, as France and Britain did at

the zero hour, that we shall have to accept social and economic controls undreamed of in this country" but that the speaker also pointed out "no matter how irksome such controls may be, they cannot, in the long run, be more destructive of our liberties than foreign invasion."

Five measures were advised for meeting the new world order which looms ahead: to restore our own morale, profoundly shaken by the course of events abroad; not to feel, if the Allies are defeated, that all hope of aiding Europe is at an end; to reconsider our entire defense program in the light of possible German victory; to greatly expand the scope of our relations with the countries of Latin and Central America—political, economic and military—if we are to embark upon a Western hemisphere defense in real earnest; and, not to allow the immediate problems created for us on the military and economic fronts to distract us from the task of remedying domestic maladjustments, which, if neglected, might prove our Achilles' heel in the time of crisis.

Calling upon America to respond to the human needs of Europe in a non-materialistic way ("which seems dictated by our oft-repeated moralizing about international affairs"), Mrs. Dean pointed out that we are already confronted with a task of human relief and reconstruction on the European continent which exceeds anything known in modern history and in which, she declared, social workers of the United States are peculiarly well qualified to participate.

"For this gigantic task," she said, "we can contribute our food reserves, our industrial efficiency in creating consumer goods, our ability to organize and our highly developed scientific resources, especially in the field of medicine."

Liberty, Plus Groceries

The curtain was brought down on the 67th annual meeting with still another discussion of national and international affairs at the annual Conference luncheon meeting on Saturday noon, June 1, with Max Lerner, professor of political science at Williams College, Williamstown, Mass., counselling that the times require that Americans be "tough-minded," that they avoid yielding to bewilderment and disillusion because, such a course, he remarked, would mean that "we have lost three-quarters of the battle."

"The world faces a generation of wars, civil wars and revolutions," he declared, "and unless there is a tough-mindedness on our part, in the service of a set of fervent convictions, we cannot escape what seems to be the common doom."

One of the traditions in our thinking, which he suggested we might have to discard, is that "democracy is primarily a political concept." That precept, he called, "the luxury of a prosperous na-

tion," which, as soon as the nation suffers economic breakdown, becomes far less important than economic democracy and economic security.

"To the unemployed; to the WPA workers; to those living on, or just below, the margin of elementary decency; to workers who are subject to industrial tyranny; and, to farmers who are the slaves of the fluctuations of the market for their goods, political democracy for all these," he said, "must be only an empty form."

Declaring that he liked Maury Maverick's definition of democracy—"liberty, plus groceries"—Lerner said that unless we recognize the truth of this, so far as the mass mind is concerned, we shall never get democracy to function in this country, or any other.

The roots of Hitlerism he described as lying, not in the German mind, but in the fertile soil that German economic collapse in post-war years offered to the spread of Nazi ideas.

Minimizing the danger of an infiltration of aliens into this nation "to constitute a fifth column" he declared that there is undoubtedly a "fifth column" in America but expressed the belief that "it consists of Americans rather than foreigners—of natives who have given up their belief in democracy in order to join the Fascist band-wagon and who will attempt to build up a Fascist movement in this country with slogans of simon-pure Americanism."

Four points, to make our democracy work, were offered by Mr. Lerner. They are: recognition of the prime imperative of economic security; re-thinking our whole governmental structure and our art of politics; new emphasis and attention to the art of administration; and, reorganization of our "opinion industries," including the press and radio, so as to make certain that there will be a real competition of ideas in American life.

"Give Him the Facts"

One speaker, in addressing the Social Case Work Section of the Conference, gave all social workers a cue for getting the answer to pressing problems when he suggested: "Tell your next door neighbor the bare facts about relief hardship when funds are too limited to do the right kind of a job. Offer him no solution but just give him the facts. That might leave him more concerned than if you gave him your answer to the problem."

That meaty advice was offered by George D. Nickel, director of social relations, of the Personal Finance Companies of California.

"Each of us," Mr. Nickel declared, "could assume more responsibility for making known facts about suffering caused by shifting, limited or inadequate appropriations for public relief and the effect of

these deficiencies, not only upon families on relief, but also upon relief agencies and communities."

Twenty-three meetings were held in the Social Case Work Section. At one of these the "conflict between serving the interests of society and the interests of the individual" was discussed with Grace F. Marcus, assistant secretary of the American Association of Social Workers, stating that "the ferment of a scientific psychology is coursing through case work and cannot avoid having economic implications" and Ruth Smalley, associate professor of social case work in the school of applied social sciences, University of Pittsburgh, citing evidences of the conflict from case work practice.

Social work is getting down to the good earth in broadening its scope to include the country fields, after having, by tradition, been occupied with the tenements and pavements, rural case workers were told by Benjamin Youngdahl, associate professor of social case work in Washington University, St. Louis.

"Although the field has widened," he declared, "the rural part of the untitled West is not yet ready, if ever, to concern itself with the tantrums of terminology controversies."

"Rural people," he observed, "have no fraternity complex when they deal with persons who insulate themselves in the clouds and, though they commonly breathe the fresh air, the feet of rural people must always be on the ground."

"Social work might be learned on the 'broccoli level' but in the rural areas it must be 'served up as spinach,' and a non-technical, down-to-earth attitude is absolutely essential," he declared, adding that the rural areas need a general practitioner type of social worker who has initiative and imagination, and who can build resources if none exist.

He credited the Social Security Act with having brought "immeasurable gains" to social work in rural areas despite technical disadvantages and cautioned against the tendency of "some rural counties to ape the organization of urban departments" which, he declared, often results in unwarranted departmentalization and tends to make the job a mechanical one.

Barklie Henry, president of the Community Service Society of New York, in discussing case work interpretation, declared that the biggest task is that of finding solid, simple, and irrefutable evidences concerning the need, the cost, the individual results and the total impact of case work upon the community.

Along this line Jeannette Regensburg, professor of social case work at Tulane University, said that social workers must find more accurate means of measuring both the work they do and the conditions that handicap them.

"Client and social worker are seriously handicapped where there is a lack of social provisions; if economic needs cannot be met; if there is inadequate provision for medical care; if housing conditions are sub-standard; if there are no facilities for recreation; if the provisions for education and vocational training are inadequate, and one of the greatest services the social case worker renders to the community is the use of data which brings to light such inadequacies," Miss Regensburg said.

Thousands of dollars, she pointed out, are saved by communities when social agencies help to establish preventive services.

"Fundamental prevention of breakdown in many areas of life come through society itself in the form of providing essential services," she declared, adding that "social case work functions at both ends, serving to make known the needs and acting to make known available services to those who are ignorant of them or who are afraid, or ashamed to use them, or who are too discouraged to think their use worth-while."

The Case Work Section heard a plea on behalf of the immigrant girl from Grace Grossman, executive director of the Brooklyn Section of the National Council of Jewish Women, in which she said:

"The immigrant girl does not create new problems that can be solved apart from the problems of our community life and so it is our responsibility to help her to supplement her previous training so that she can successfully meet American conditions, and to assist her in adjusting to the American way of living as quickly and as completely as possible.

"We must tolerate her first strangeness and work toward breaking down barriers which have been built up through attitudes of superiority which appear to exist in her, as well as in her American neighbor, attitudes which may actually have their roots in inadequacies and insecurities on both sides," Miss Grossman said.

Cites Case Work Complications

Despite the fact that Uncle Sam has taken over the mass problems of persons unable to meet basic needs, due to the depression, the problems of private agencies are more complicated than ever, Mary M. Zender, district secretary of the Family Society, Philadelphia, told the case work section at another meeting.

The two complicating factors, Miss Zender pointed out, are that "the problem of social maladjustment and conservation of family life is so extensive now as to require the special services of private agencies to a much greater degree than in the past" and that "the funds available for financing private social work have been shrinking."

Because of these factors, Miss Zender pointed out, there has come about the need to dovetail the special services of the private agencies with the governmental agencies to a great degree to which is further added the new problem of selecting the families to whom the private agencies will offer their services.

The speaker explained that the problem of selection is not new because the private agencies were faced with it before the government took over relief functions, but, she added, "at no time in our history have the funds, whether from private or public sources, been ample to meet the known and recognized human needs of any community."

Group Work Is Under Review

The Group Work Section was told by Charles E. Hendry, director of program and personnel training of the Boys' Clubs of America, that the youth of America are "sick of being pampered and resent being treated as puppets."

They also heard S. R. Slavson, lecturer in the school of education, New York University, declare that "today's parents have proportionately more problem children to deal with than had the parents of any other generation."

Mr. Hendry stated that youth is in revolt against paternalism but held, however, that from the standpoint of everything that group work stands for, this is a healthy and reassuring development.

"From a problem group, youth is becoming a pressure group, thus evolving a matter of the utmost social importance," he said.

"The time has come," he asserted, "to acknowledge dangers and deficiencies in both youth-led and youth-serving organizations. Youth, and their elders, need each other on a partnership basis and at no time in American history has this need been more imperative."

Mr. Slavson backed his challenging statement with statistics and said:

"An ever larger number of children constitute a problem to their elders, as well as to school, home and community generally, and in many instances, there is a growth of delinquency and other problem-producing factors."

In dealing with such children he advised social workers to recognize that socially undesirable behavior is as natural to the disturbed child as ordinary behavior is to the average child.

"Their behavior is a symptom of emotional pressure and its expression, through unsocial behavior, is better than repression. Give them plenty of active things to do, make them feel that they are

accepted and help them to build confidence in themselves," he advised.

Doubting Thomases, and others of social group work, who assume a skeptical, or superficial attitude toward new techniques, were criticized by Joe Hoffer, secretary of the education and recreation department of the Philadelphia Council of Social Agencies.

Attitudes of individuals and agencies in this field can be identified in some of the following categories in respect to their points of view toward improving service, Mr. Hoffer stated:

1. Those who say, "We've been doing that all the time" or "We've tried that." This group, Mr. Hoffer remarked, accepts the new terminology and applies it to their programs without change.
2. The "Jump Ats" or the band wagon riders who jump at anything that is new or spectacular because they wish to be considered modern and able.

These groups, Mr. Hoffer argued, lack the necessary insight as to what is involved and often lack scholarly understanding and venturesome qualities. They are usually, he declared, unwilling to give objective study to the meanings involved and often commit professional "faux pas" in the name and under the cloak of informal education and recreation.

3. A third group Mr. Hoffer classified as those who say: "That may be all right in theory but ..." This group he said, resists new ideas and methods and can be further classified as the "I'm from Missouri type" or those who think of the group work field as a calling.

4. A fourth class are those who say: "I think you've got something there," and proceed to analyze the proposal and if it has merit, to accept it and venture into new fields. They have faith enough to believe that what they can do can be improved and that the present philosophy and methods have all definitely and naturally evolved from what has gone before.

The week-long series of meetings in the Group Work Section, of which Roy Sorenson, associate general secretary of the National Council, YMCA's was chairman, was concluded on Saturday morning, June 1, with a roundup of findings.

In the discussion of the gaps discovered during the week, under the general heading "what we say and what we do" it was first pointed out that in literature there is a tendency to be too technical and specialized, that there is not enough awareness of the broader interpretation of the work.

In client selection it was pointed out that there is not much understanding of the basis for such a process and, it was stated, in practice there are still signs of difficulties between workers in pri-

vate and public agencies. It was also brought out that there is still no clear thought on how far individualization in group work should go.

Support was found for the assertion that there is a need for a clearer distinction between group work and group therapy and, it was reported, the findings of studies, which have led to the formulation of standards, are not being acted upon by agencies.

These gaps in "what we say and what we do" exist for several reasons, among them, pressures for activity which prevent time for study. This was reported especially true in private agencies where these pressures come from within and where, often, there is also found a lack of enthusiasm. Financial problems were also given as a reason for the gaps and uncertain leadership was given the blame in agencies which have allowed their programs to expand numerically rather than qualitatively.

Excessively long board membership was offered as still another cause for gaps because the long tenure tends toward stagnation by institutionalizing the agency. Participants in the discussion admitted inadequate attention to vitalization of boards and also expressed concern over discussion and elaboration rather than specifics and analysis.

What Can Be Done Toward Solution

Some of the things that can be done were listed as follows: Small demonstration groups can be used to show how the application of principles would work. Improved management must depend not only upon getting increased income but also in using hard judgment in determining the use of available funds. (In this regard Sorenson said: "It is just as inexcusable to overspend one's time budget as to overspend one's financial budget.") Insistence upon adequate personnel standards. The proper stimulation of personnel so that they will be interested in staying in group work. Cooperation with physical education people in an attempt to understand the individuals "who run half of the group programs" and to spread an understanding of social group work philosophy among them. Cooperation with the group therapists in an attempt to understand their special techniques. And, a clear definition of the objectives of the individual's own organization.

An interesting paper, by an interesting figure, Lillian M. Gilbreth, mother of eleven children and consulting engineer at Purdue University, was presented to the Group Work Section during the Wednesday morning session. Mrs. Gilbreth said:

"Only when professionals and volunteers alike expect to do their work according to professional ethics, with professional finish, will we reach the place where available techniques of effective management can be applied to group work organization."

Community Organization Seeks Answers, Too

Self-analysis was the keynote of the sessions of the Community Organization Section with the first session, on Monday, May 27, given over to discussions by Russell H. Kurtz, editor of the *Social Work Year Book*, and Arthur Dunham, professor of community organization, University of Michigan.

Defining community organization as "a process of human relations having wide application in many fields, among them social work", Mr. Kurtz reviewed the process from its beginning through present day city, county, state and national settings. He emphasized that it is frequently practiced effectively by laymen without professional guidance and stated that "it is practiced by every social agency in its struggle for survival and development" and that it is practiced "vertically between a local agency and its state and national affiliates, as well as horizontally in the community" and that it is a joint process in which professionals and non-professionals participate with the non-professionals always having the final word.

The literature of community organization was found by Mr. Dunham to be meager and inadequate to the present needs of those in practice and those in school. Literature on community organization is needed, he pointed out, in the following important phases: as an introduction for social work; case studies in community organization; studies of methods; studies of neglected areas; job analyses in the field of community organization; a history of the movement; records for the activity and, in the formulation of methods by which sound standards and programs in various fields may be related and translated into reality.

Among the obstacles to local social planning, Arlien Johnson, dean of the graduate school of social work, University of Southern California, listed four new forces, which have arisen in the past two decades, which must be reckoned with. These she said are:

"The spread of social work under government auspices, the extension of social work into rural areas, interest in research as the basis for community planning, and the growing articulateness of groups with common interests and with consciousness of their power, such as Townsend clubs and the American Youth Congress."

Defects in the structure and programs of councils of social agencies, Miss Johnson said, may be traced to overlooking these forces, limited and centralized participation of citizens and agencies and from too close identification with Community Chests.

Another high-light of the Community Organization Section program was the presentation of

advancements, over the past two decades, in Cincinnati and Denver. Too lengthy and detailed for review here, these papers, presented by Otto W. Davis, Cincinnati, and Guy T. Justis, Denver, offered much food for thought to those whose particular field is community organization.

One of community organization's greatest handicaps is that "city dwellers don't stay long in one place" the section was told by Kathryn Farra, of the Welfare Council, New York City.

Americans, in large cities, Miss Farra described as a group, "only the boldest of whom stick their necks out." They were further described as persons who have become accustomed to vicarious living, playing passive roles,—lookers-on and listeners-in—rather than participating.

Home ownership, Miss Farra pointed out, is no longer the desirable thing it once was, even for city dwellers who can afford it and therefore, she said, "lack in most cities, of any medium through which to express civic concern, has made it difficult for most of us to cultivate interest in the neighborhood."

"Despite such barriers," she stated, "neighborhood organizations have originated spontaneously in many of our large cities as a proof of their need."

Seek Harmony in Economic Life

Social Action Section teed off on Monday of Conference week with a full house, including many industrialists, for Mary van Kleeck's discussion of the "social consequences of changing production methods." The speaker, director of the department of industrial studies of the Russell Sage Foundation, New York, called for a new program of social action in the field of social work.

After weighing causes and consequences of changing production methods, Miss van Kleeck declared, "it would appear that a new policy of relief in the United States, adjusted to our technological progress and contributing toward it, would take for its leading aim, the establishment of machinery to facilitate adjustment and replacement, while at the same time establishing a guarantee of income for all who are employed for wages and salaries."

Miss van Kleeck offered a four-point program to remedy the maladjustments and poverty arising from technical and industrial progress as follows: Strengthen and improve labor laws which set minimum wages and maximum hours as the standard for all employment, thus helping to establish a balance in the unit of the production system—the workshop. Maintain unimpaired the right of collective bargaining in order that the trade unions may function to express the interests

of workers and consumers in such terms of employment involving rates of wages, hours of work and job specifications, and a policy with reference to the introduction of changes, as will make for the optimum of productivity. Maintenance of civil liberties for trade unions, for social agencies, for political parties, and for all teachers, writers and lecturers, to the end that social invention and full discussion of social economic issues may be encouraged and applied. And, a program for unemployed workers should be developed and established as a permanent national policy.

Five things are essential to such a program, as called for in her fourth point (a program for unemployed workers) to which should be added even above the essentials, listed below, support of a program of public housing and other provisions for community planning and a program of taxation which will relieve the burdens of small property owners and place the taxes on highest incomes.

The essentials of her program for unemployed workers are: Social insurance extended to workers in all occupations, including agriculture, and to cover unemployment from all causes, whether due to industrial depression, illness, accident, or other circumstance, with such social insurance to be, in part at least, financed by the government with no deduction from wages and with a minimum tax on payrolls. Second, functioning with unemployment insurance should be an increasingly adequate placement agency with provision for scholarships for retaining and replacement in new occupations. Third, for those for whom social insurance is insufficient and no position becomes available, through the employment exchange, work should be provided, either in public works of the usual type, or in work opportunities adapted to those engaged in special occupations or professions, or in scholarships especially for young workers, but available also for those who may benefit, by new training. Fourth, for those whose needs are not met by the foregoing provisions funds should be made available in the form of unemployment assistance based upon individual or family needs.

Discussants of Miss van Kleeck's paper were Ralph Hetzel, Jr., director of the unemployment division of the CIO, who voiced approval of the program as laid down by the speaker, and Stephen DuBrul, of the General Motors Company, who wired his remarks to be read at the meeting.

In his reply Mr. DuBrul declared "the critical problem is no longer technological unemployment, it is technological employment, that is, the enslavement of science by unrestricted political power which threatens to become the Frankenstein of our modern civilization."

He offered the suggestion that the Conference section ponder this potentiality as well as the ever

present problem of all civilization to restrict force to the accomplishment only of justice and to implement justice by force.

The problem of technological unemployment, Miss van Kleeck had said, resolves itself into the question of how employment is to be organized to insure a balance between production and progress in social and living conditions.

"Technology today is causing unemployment without an inevitable automatic development of compensating opportunities," she said, "and it is in the workshop that a policy with regard to the changes necessary can be determined and the speed of production of new machinery controlled in such a way as to lessen maladjustments for displaced workers."

Offers "Bill of Rights" in Health

A bill of rights in health, "created by human need and public opinion" was described to the Social Action Section by Carmen McFarland, director of health education for the Central YWCA, Chicago.

The bill of rights, to which Mrs. McFarland referred, "has its basis in the belief in the rights of citizens to those principles of equality, justice and freedom instilled in us by our Christian heritage and guaranteed to us by our Constitution."

Such a bill of rights would include three points, Mrs. McFarland declared. They are: the right of opportunity to be well-born; the right to a safe and sanitary home, work and community environment; and, the right to good medical care regardless of geography, race or economic status.

This Section was told by Michael M. Davis, chairman of the Committee on Research in Medical Economics, New York City, that social workers should aid in designing, and should aid the passage of state laws which will improve and systematize our present "confused and wasteful plans of tax-supported medical care and hospital services."

Asserting that the Wagner National Health Act would fail of passage again in 1940 he declared, nevertheless, that a national health program is actually under way and that "we are moving toward a health program according to the precepts so often advocated by the American Medical Association, namely, by evolutionary methods."

Five kinds of legislation are needed, in each state, to make a national health program effective, he said, outlining them as follows: to extend, coordinate and improve tax-supported medical services to needy persons; to authorize or facilitate the construction and enlargement of needed hospital facilities; to fortify and facilitate experimentation with voluntary health insurance; to estab-

lish cash compensation for temporary disability due to sickness; and, to establish, or to prepare, the ground for compulsory health insurance.

Labor's dissatisfaction with the Social Security system was expressed by Ralph Hetzel, Jr., director of the unemployment division of the CIO, to the Social Action section in a statement in which he called for two important changes if it is to fulfill its fundamental purpose. These are: that benefits should be so increased that they fulfill, in reasonable measure, the needs for which they are intended; and, that the source of income for the Social Security Act be shifted more to the normal sources of government income, such as taxes based upon ability to pay and less and less upon wages and consumer sources.

Labor, he said, believes in the Social Security Act, properly administered and soundly established, and sees in it a great instrument for providing a continuous security to the people of the nation and for proving again that the ways of democracy are best.

In the Dusty Wake of "The Joads"

George F. Granger, deputy director of the Michigan Department of Social Welfare, told the Social Action Section that if the cut-over lands in Michigan's lower peninsula are to become economically and socially prosperous that the people there must first unite, and fight, to put the area on its feet, rather than to sit and wait for the state and federal governments, by the expenditures of large sums of money, to create a new artificial economic order.

He advocated reforestation, encouragement of small industry, specialized farming and the development of the tourist and resort trade as some of the measures to help the residents of the cut-over areas.

Helen Gahagan, stage and screen actress, told this section that "ignorance is the greatest danger to our democracy" and appealed for concerted action in solving the migrant worker problem in California.

"I ask you, how can the New Deal, or any other deal, help this portion of our citizenry, who have been disinherited, unless we levy taxes to cope with the situation?"

Answering her own question Miss Gahagan said, "I am afraid that there are some who do not want to solve this problem, who believe in a life for some, but not for all of the people. We are all a part of the whole and we must be alert and sensitive to the needs of the whole, and when there is economic disturbance in any portion of our people, all of our people must eventually pay the price, whether they like it or not."

Painting a stark picture of misery among California migrants, Miss Gahagan charged that "industrial farm interests, fearful of curtailed profits, have denied migrant farm labor the right to unionize, and have fought every phase of the camp program of the Farm Security Administration."

Agricultural conditions in California were also discussed, before this section, by Carey McWilliams, chief of the Division of Immigration and Housing of California.

"These conditions," he warned, "may be a preview of what agriculture may come to look like throughout the United States unless democratic forces are set in motion to achieve a solution."

Stating that "the entrenched interests in California are so strong that doubt actually exists in many minds as to whether or not we are threatened with a breakdown of democracy itself," Mr. McWilliams warned that, "should America become involved in the present European war, there is no doubt whatever that the solution of the problem will be postponed indefinitely."

He pointed out that the situation is by no means restricted to California, because, he said, "all agriculture has become geared to the dictates of finance and profit economy."

Lashing the industrialized farm interests of California, as had Miss Gahagan, Mr. McWilliams said "that they regard relief as an excellent subsidy for farm wages simply because they don't have to carry the brunt of the tax burden since 54 per cent of the state income is derived from a sales tax."

"The economics of rural dependency in California," he said, "are simple, but the politics of rural dependency are involved, explosive and turgid, and, naturally, this creates an atmosphere of such bitterness and tension that it becomes well-nigh impossible to secure decent administration of any welfare program."

Joseph H. Levy, of Chicago, representing the United Office and Professional Workers of America, asserted in an address before the Social Action Section that "trade unions are perhaps among the best developed forms of social action since they organize working people for action for their common welfare." This, he termed, "social action in the best possible sense of the term" and maintained that the trade union movement brings to social work "an effective method of learning facts about issues and of knowing how to deal with them."

Group Efforts Toward Desirable Ends

Social work tends logically to become a social reform movement, John A. Fitch, of the New York School of Social Work, told the Social Action Section at another meeting, in an address entitled, "A Report of Progress of Study Groups," and

looking toward defining the field of social action in terms of social work.

Social work, he stated, is an intangible force, evolutionary in character and he described the social worker as spokesman for this force because, "by the nature of his individualized professional activities he comes into possession of knowledge at first hand of individual hardships that are evidences both of maladjustments and basic faults in our socio-economic structure."

Having this knowledge, and animated by a social purpose, Mr. Fitch stated that the social worker has no choice but to undertake social movements designed to mend, alter, or rebuild this structure as the situation may seem to require.

Defining social action as "group effort toward socially desirable ends" he warned that it must use legally permissible methods in the direction of legal objectives. Expert practice of social action in social work must, and will, come, he held. At the same time he pointed to the need for defining and outlining the field of action, for providing guideposts to those who would practice it, for presenting a comprehensive program of action and for clarifying terms ordinarily expressive of restrictions upon practice of social action.

Wilfred S. Reynolds, of Chicago, in another meeting of the Social Action Section, declared that "the sound way to the understanding and confidence of authorities is by good social work practice in one's daily job" and by having all of the facts with regard to need and the consequences of inadequate resources upon health and welfare.

Michigan's former attorney-general, Raymond W. Starr, called for concerted action by all social agencies under one common head in an address before this section. He proposed that each state have an organization set up to represent all branches of social work with the sole purpose being to convert social work's findings into social action.

Guides For Welfare Administration

Ten principles, which he said should govern sound public welfare administration, were presented to the Public Welfare Administration Section by Robert W. Kelso, director, curriculum in social work, University of Michigan. The principles follow:

Complete coverage of the problem; feasibility in practice; comprehensiveness in planning with local understanding in practice; flexibility in the legal enabling acts providing a reasonable degree of discretion in management; logical coherence in relationship of functions; competence of personnel, both in numbers and in skills; sufficient unity and similarity in program to attract skilled and reputable leadership; adequate compensation to

insure skilled service; identification of responsibilities in the management of the unit; and, constant, unbiased interpretation of program, policies and functioning.

If these ten criteria could be applied to the welfare services set up under government, Mr. Kelso declared, we would avoid the establishment of cubicalized and overlapping departments, too often used as receptacles into which legislatures may toss a miscellaneous variety of incompatible duties.

He told his audience, at one point, that "a welfare program is a changing, growing thing which represents the front which the public shows toward social ill. It cannot stand still and if it is to grow and to hold its station, as the people's instrument, aimed at solution, constant study, from within the field, must be carried on."

Taking the view that political interference with social service must be recognized, Mr. Kelso advised social workers to lay down such principles in organization as will make these interferences as nearly harmless as possible, maintaining however that "protection of the process of selecting and retaining personnel must be applied."

Remedies to the problems of public welfare administration arising out of assistance categories, suggested by Ruth Taylor, commissioner of the Department of Public Welfare, Westchester County, New York, included: a general relief program to fill the gaps between classifications; equality of reimbursement from federal and state governments; stabilized requirements for eligibility; and, experimenting with the handling of categories.

Increased administrative costs and "red tape" have been added to the relief situation by the categorical set-up despite some advantages, Miss Taylor admitted.

Offers Civil Service Safeguards

Granting the fact that civil service does not automatically assure competent personnel, Elizabeth Cosgrove, senior examiner of the United States Civil Service Commission, told the Public Welfare Administration Section that this formal system, nevertheless, offered greater protection than any other device.

"Persons in need of aid from public funds should be served by competent social workers, selected by civil service," Miss Cosgrove declared, adding, however, that "if security of tenure cannot be guaranteed for competent performance the personnel in public service will be as fluctuating and ineffective as the sands of the desert."

Civil service, she cautioned, is not just a system that, once established, can operate itself. Personnel, poorly selected under a so-called merit

system, she pointed out, can be more injurious to public service than political appointments given in return for volunteer service.

Safeguards for effective civil service suggested by the speaker were as follows: an aggressive and continuous program of recruiting so that well-qualified people take the examinations; a clear definition of the duties of the various positions and of the qualifications required to perform them; integrity and articulateness on the part of those who write references; and, a probationary period that is long enough, and closely enough supervised, so that unsatisfactory employees are weeded out during this period.

Federal, state and local partnership was held out to this section—as the formula by which the entire problem of welfare relief policy can be removed permanently from the area of political expediency and reduced to the proportion of technical development—by William J. Ellis, commissioner of the New Jersey State Department of Institutions and Agencies.

“Washington cannot successfully administer the whole national relief program,” he said, “and in these times we have no right to tolerate categorical rivalries with their inherent threat of sacrificing public confidence. We must unite in an immediate constructive program, which can be adopted, in the expectation that thereafter our energies can be concentrated upon the production of socially desirable results and lessening expenditures.”

Harry Greenstein, director of Jewish Charities, Baltimore, advocated federal funds for direct relief in an address before the same section, and said that withdrawal of federal funds for relief has resulted in “a low grade of pauper treatment over wide areas.”

He stated that many local and state governments have not taken over, and are unable to assume the relief burden left them in 1935 by the federal government because they are financially unable to do so because of their constitutional and fiscal limitations.

Amplifying Mr. Kelso's comment on political interference with social work, Niles Carpenter, dean of the school of social work, University of Buffalo, spoke a good word for the politician and his role in public relief work. He said that “the political party acts as a contact between the individual and his government.”

“Even the ward committeeman, who takes up the cudgel for one of his constituents whose food order is late, may serve a good purpose by focusing attention on administrative bottlenecks and personnel failures which a conscientious administrator would be glad to know about—not to please the committeeman—but to better serve all his clients,” Mr. Carpenter said.

He held, however, that the “bulk of personnel” in any government function should be chosen under a competitive merit system with advancement governed by the same system.

Whole Job Held “Uncle Sam's”

The whole job of “unemployment relief” is Uncle Sam's it was held by Edith Abbott, dean of the school of social service administration of the University of Chicago in her address before the Friday morning meeting of the Public Welfare Administration Section.

Emphatically protesting against any plan to return the “unemployment problem” to the states, and making a strong plea for a complete “one-department federal responsibility” for the whole matter, Miss Abbott asserted that persons certified for WPA, plus those who ought to be certified, constitute half of the relief problem.

Responsibility for their salvage, Miss Abbott maintained, lies with the federal government, and the course suggested by her is:

“A federal system of work, plus federal responsibility for those not provided with work. No grants-in-aid, no local work relief systems, no hanging onto general relief, but a continuation of the federal work program with a new parallel federal program for those unemployed who cannot be given work.”

Stating that, we have had five years of WPA, Miss Abbott declared, “we are determined that this program shall not be destroyed, but that it must, instead, be enlarged and strengthened.”

Miss Abbott suggested achievement of this by abolishing the means test for the federal work agencies, looking toward a combination of WPA and PWA, and by finding a way to “prevent the tragedy of the past five years which has given work to some and starvation to others.”

“I am convinced,” Miss Abbott declared, “that this can only be done by making the same federal agency, or at least, the same federal department, responsible for all provisions for the unemployed.”

Policeman Not a Social Worker

Perhaps the highlight of the meetings of the Special Committee on Delinquency was the statement of an Indiana State police officer that “the average policeman is not yet a social worker and should leave problems coming within the social work category to workers trained in that field.”

This view was presented by Don L. Kookan, supervising lieutenant of the Indiana State police educational division, who also expressed the belief that, at present, police activity in crime prevention should be limited to “exercising compulsory

authority, such as cannot be exercised by other community agencies, when that alone will effectively correct a situation conducive to delinquency and to cooperation with community social agencies by bringing to their attention cases requiring their ministrations."

He related that many crime prevention programs have been installed in police departments but that a considerable number have either collapsed completely or have been permitted to deteriorate by reason of lack of executive interest to the point where their effectiveness is negligible.

Conceding that a few departments have achieved laudable results, he added that the creditable accomplishments have been marked by integration of the activities of the police, civil agencies, juvenile authorities, social workers, and others interested in juvenile problems and where the police crime prevention division has functioned as one of a number of community agencies interested in a common purpose.

The Committee also heard Max Winsor, psychiatrist in the Bureau of Child Guidance, Board of Education, New York, declare that a better understanding of mental hygiene is needed by persons who deal with juvenile delinquents. In dealing with delinquents, he held, the difficulty is not so much that we don't know what to do, as it is that the treatment procedures are not known to enough people. He pointed out that in a typical modern institution there is often only one psychiatrist to 400 or 500 children and that each of these children needs a specialized program of treatment.

"Since it is impossible for the psychiatrist to help them all," he said, "the psychiatrist should use part of his time to help others to help these children."

Education and prevention, rather than legislation, was held to be the solution to the delinquency problem by Edward H. Stullken, principal of Montefiore Special School, Chicago. Prevention of juvenile delinquency, he maintained, will come only through the work of civic groups, educational programs and youth agencies and through public concern in the enforcement of laws made to protect youth from poverty, the vicious, illicit employment and protected vice and crime.

He held the fundamental factor to be that delinquency, truancy, incorrigibility and other misdeeds of problem boys are only the symptoms of underlying conditions, the roots of which, he said can be found, in the family life of the child, his school situation, his economic and social environment and in the physiological and psychological aspects of his personality.

Rural Areas Offer Problems

Student social workers who would labor in the rural sector were given many facts over which

to ponder in an address before the Committee on Education for Social Work by James J. Sullivan, Jr., senior social worker in public assistance for the State of New York. He emphasized that the attitude of rural folk, as compared with city dwellers, to relief administration, makes the task of the social worker in agricultural areas one requiring the utmost tact.

Mr. Sullivan pointed out that half of the success of the endeavor is to have the community behind the social welfare program, and he declared, "in rural sections there are many ready to exert influence and who are strongly behind a public welfare program, so much so that they would like to administer it and so much that their interest at times becomes almost interference."

He asserted that students who are both new and inexperienced are not, ordinarily, well-fitted for rural placement and expressed the opinion that previous experience or training is more important in rural than in urban areas.

Reporting on a study of systems of handling applications to both public and private agencies, Frank J. Bruno, director of the department of social work at Washington University, St. Louis, said, "the investigational process, which in the hands of early public officials, acquired such a bad connotation, and which private effort attempted to make more palatable by stripping it of its formal and impersonal character, is apparently really coming into its own as an understood and acceptable process in the hands of the public agency."

"The fact that eligibility for public aid is defined by law helps the relief applicant to understand just what he must supply in the way of credentials," he said and declared that "he did not believe that the heavy caseloads now carried by workers in public agencies were an inherent part of public administration and will, in time, lighten to give public welfare workers more time for attention to the individual problems of their clients."

"Transients Want Jobs, Not Charity"

A warning that the migrant worker problem will exist as long as people are unemployed and as long as certain industrial operations are temporary and seasonal, was sounded in the meetings of the Committee on Interstate Migration, by Thomas J. Woofter, Jr., of the Farm Security Administration.

Mr. Woofter, and Nels Anderson, director of labor relations for the WPA, who shared the platform at the meeting, both agreed that "transients want jobs instead of charity, but that employment on public works projects must be considered as part of any relief program."

Three possible solutions to the problem were suggested by Mr. Woofter in a sharp revival in industry, expansion of employment in agriculture and continued programs of relief and public works.

While admitting that expansion in the demand for man power is actually a race between expanding production and increasing technological efficiency, Mr. Woofter asserted that the principal factor of hope in the migrant problem is "that the forces at work for recovery will expand the demand for man power fast enough to re-employ the unemployed and to outstrip the increase in population."

Anderson compared today's migrants to the "riders of covered wagon trains" and asserted that "public jobs are better than no jobs at all, and in the long run, public employment for the jobless is cheaper than direct relief, and infinitely cheaper than idleness."

He said that it is no solution to the migrant problem to try to persuade people to stay where they are and Mr. Woofter declared that "failure to migrate will not mean that the families are adjusted to the economic system where they are."

"They fail to move," Mr. Woofter said, "because of the lack of prospects of finding any better place."

Philip E. Ryan, assistant director of the inquiry and information service of the American Red Cross, cautioned the Committee on Interstate Migration against jumping to the conclusion that all migrant workers are like the Joad family in John Steinbeck's "The Grapes of Wrath."

In the public mind, he said, there is a tendency to identify all transients as "Joads," even among transient committees, but there, probably in the hope of capturing public interest in the problems with which they are concerned. Such identification, he held, makes it easy to forget that there are many other types of migratory problems, the solution of which does not lie in agricultural modifications.

National Health Program Studied

Ill-health plays a major role in destitution among farmers the Committee on the National Health Program was told by George St. J. Perrott, chief of the division of public health methods, United States Public Health Service.

"Group medical care units for farmers and their families, initiated under the Farm Security Administration, now provide medical care for 400,000 and the purpose of the program is to assist the farmer in securing adequate medical care at a cost within his ability to pay," he said, adding that there are now about 450 units in 33 states through

which bills for medical care are pooled and paid out of a common fund collected as membership fees.

Improved administrative organization in public medical service was called for by Gertrude Sturges, M.D., consultant in medical care for the American Public Welfare Association, in an address in which she described, as the most important needs, coordination of medical services now administered by different public agencies, advice and cooperation from voluntary agencies and the medical profession, and, technical administration and supervision of medical programs.

"The expenditures of local and state governments for medical care are increasing and further extensions, through federal aid are proposed," she declared, "and unless real progress is made in coordinating and improving existing governmental machinery for medical care administration, additional expenditures, however great, may not result in an adequate, well-rounded program."

Kingsley Roberts, M.D., director of the Bureau of Cooperative Medicine, New York City, in addressing the committee, called for more widespread use of existing hospitals as local health centers for the distribution of modern, low-cost health care.

Drawing an analogy between slum clearance and improved housing and a national health program, he held both to be "engineering projects to be looked upon as a means to a better life."

Maintaining that the solution of the problem lies in an intelligent synthesis of existing personnel and equipment, he declared that "just as we need the temerity to tear down slum dwellings, so too, do we need the courage to rebuild the devices for the distribution of health care to those sections of our economic structure which cannot afford to pay for it under our present system."

Analyzing the essentials for low-cost modern health care he offered: group purchase; group practice; and centralization of personnel and equipment. Health conservation, he held, is the product of three factors, accessibility to physicians, low cost care and education.

The health problem of rural America has changed in recent years, the committee was told by Mrs. Charles W. Sewell, administrative director of the Associated Women of the American Farm Bureau Federation.

"No longer do we find, in many rural communities, the genial country doctor with his kindly care and great contribution to the whole countryside," she declared.

"The young doctor has sought the city where he may associate himself with a group of contem-

poraries in a well-ordered clinic, where he can serve patients who have a more satisfactory and regular income, and where there is an opportunity for him to become a specialist rather than attempting to be 'all things to men' like the country doctor of old," Mrs. Sewell said.

Speaking for the Farm Bureau Federation she said that it favors objectives of pending legislation, provided that the federal government reasonably extends its public health program with regard to maternal and child health, rural hospitals, public health services and medical care for those unable to provide such care for themselves. Such legislation, if providing the principle of grants-in-aid to states for these purposes, should safeguard the rights of states to develop their own programs to meet their local needs, she asserted.

In conclusion Mrs. Sewell said, "if rural America is to continue to supply the deficiencies of urban population, it is to the best interest of general welfare that farm homes and the adjacent community be the fountainhead for sending forth a stream of uncontaminated, virile humanity to the nation."

Critical of the \$10,000,000 federal hospital bill, because of the amount, was the expression on behalf of the CIO by Richard T. Leonard, member of the UAW-CIO executive board, before the health committee. He summed the whole matter up by saying, "it is better than nothing, that's the most that can be said for it."

Hon. James E. Murray, Montana senator, in a paper read for him before the committee, declared:

"Various groups that previously raised objection to health proposals are now in agreement as to objectives and basic methods."

Senator Murray is the chairman of the sub-committee of the Senate committee on education and labor. He described the national hospital bill, now pending before Congress as "only a step toward solution of the health problems which have been receiving careful attention. This bill was introduced when it became apparent that the Wagner Health Bill could not be completed in time for action by this Congress."

Youth Vocational Services

Charging that both schools and employment offices are failing to provide guidance facilities for new workers, Floyd W. Reeves, director of the American Youth Commission, in an address before the Committee on Older Children, called for "application of the cooperative principle of the community chest and social service exchange to the development of local occupational adjustment programs for idle youth."

He cited as the most significant fact revealed by surveys of American youth "that unemployment among young people, not in school, between the ages of 15 and 19, is 41 per cent, or twice as great as the percentage of unemployed for the total number of available workers!"

In addition he declared that studies by the American Youth Commission, of unemployed youth registered in placement agencies, show that 94 percent of the 17-year-olds and 87 percent of the 18-years-olds could not be classified because of lack of training, work experience, and a knowledge of the kind of work they might be able to do.

"Neither the schools nor the employment offices are more than scratching the surface in providing guidance facilities for youth," he declared, adding, "the job is too big for any one agency and can only be done through the integrated efforts of all of the agencies in the community that are properly concerned with the occupational adjustment of young people."

Asserting that the "stark fact of wide-spread unemployment among youth is one which educators cannot ignore," Mr. Reeves called upon the schools to pay increasing attention to the task of cultivating in their pupils capacities for the constructive use of leisure time, even though it be enforced.

Decrying "guidance rackets" in the hands of unscrupulous and unqualified persons who charge exorbitant fees, Hazel M. Lewis, director of the vocational guidance department of the Boston YWCA, reported that there is a growing interest in communities in the problem of vocational and employment guidance for older children. She pointed out, too, that there is a general trend toward cooperation among agencies in the interest of youth, and declared:

"Our best weapon against unsound, commercialized guidance activities is the maintenance of high professional standards for all work done in this field, and interpretation, in our communities, of the importance of professional qualifications for workers carrying responsibility for guidance of youth as well as emphasis upon the urgent need for guidance facilities on a community basis."

Refugee Agencies Swamped Is Report

Refugee relief agencies cannot keep up with the Hitler "blitzkrieg" the Committee on Refugees was told during a three-way discussion of the European refugee as a world problem. Speakers were George Warren, international director of the International Migration Service and secretary of President Roosevelt's committee on refugees; John Rich, of Philadelphia, associate director of the refugee section of the American Friends Service

Committee and Miss Cecilia Razovsky, director of the migration department, National Refugee Service.

Agreeing that the refugee problem is being complicated daily by the changing war picture, the consensus of opinion was summed up by Miss Razovsky in her statement, "refugee relief agencies cannot keep up with the Hitler 'blitzkrieg.'"

Nearly 20,000,000 people, it was estimated, need relief, but, Miss Razovsky pointed out "we must not forget the individual problem, even if the mass aspect is so bewildering."

Mr. Rich, in describing the prospect of settling refugees here, pointed out that a feeling of resentment has arisen against it on the ground of the employment problem, and, he mentioned also, that anti-Semitism, particularly manifested in the eastern section of the country, would have to be tactfully combatted.

Mr. Warren, who has dealt with the refugee situation in Europe since the first forced removals by Hitler in 1933, spoke of attempted colonization efforts and concluded that governmental and private agencies must collaborate to work out the problem between them.

A plea for patience and understanding of the refugee was voiced by Hertha Kraus, professor of social economy at Bryn Mawr College, who was a social worker in Germany until the beginning of the Hitler regime. Describing American immigration laws as the fairest in the world, she assured her audience that the refugee is grateful for this nation's policy in granting asylum to those who have been forced to flee from other lands.

She explained, however, that in spite of hospitality found here, life is not simple for the refugee. His problems, she declared, are many, among them the community questioning of his ability to function as a wage earner, the community attitude toward him as a competitor and his own haunting fears for the fate of friends and relatives who are still in Central Europe.

Countess Alexandra Tolstoy, daughter of the Russian writer and chairman of the Tolstoy Foundation, said that "the Foundation is attempting to help Russians all over the world, except, of course, Red Russians.

"It is tragic enough that so many of my people were once refugees from their own country and now, because of war, are forced to flee their homes again."

The Foundation, she explained, is trying to aid the 7,000 Russians who were forced to leave that part of Finland which was recently conquered by the Soviet.

Housing Held Important Social Force

Decent housing for families on relief was the plea of Benjamin Glassberg, superintendent of the Milwaukee Department of Public Assistance, before the Committee on the Social Aspects of Housing.

"Public funds," he declared, "should not be used to furnish revenue to owners of properties which are run down, neglected, and unfit. Just as we have long since recognized the unsoundness of the theory that a worker should be left to bargain individually with his employer concerning wages and working conditions, so too we must recognize that the tenant should not be left to his own resources, to see that he is getting decent shelter for the rent he is paying, because the forces are too unequal."

Public housing was pictured as an agency which may yet make a definite contribution to the national ideal of equality of opportunity—regardless of race, creed, color or religious affiliation—by Robert Weaver, special assistant to the administrator, of the USHA.

He declared that public housing projects, to be helpful along this line, must have intelligent planning, socially conscious management and must be developed by local authorities who face, honestly and squarely, the racial problems involved.

Miss Jean Coman, of the informational service division, USHA, told the committee that claims that public housing will lessen certain social evils and improve living conditions of families must be substantiated and that the need for factual information on the subject is immediate.

"The need is a challenge to the social forces in the community and if the local housing authority does not consider such social research to be its function it should make provision for such study by some other agency," she stated.

After outlining the progress of public housing as a function of the government over the past two years, Miss Coman asserted that the major goal of public housing is to prevent conditions which impair health, safety and morals.

Cooperation between housing management and case work agencies have proved its value in the Greenbelt, Md., project of the Resettlement Administration and so was recommended for other housing projects by Helen Shuford, case worker for the Washington (D. C.) Family Service Association.

Case work, Miss Shuford stated, has proved its value in assuring maximum social return from the tenant and maximum financial return for management.

Holds "Service" Is Heart of Public Agency

The rural community must be educated and persuaded to want a competent staff of social workers, Louis Towley, of the Minnesota Division of Social Welfare, told the Committee on Social Work in Rural Communities, stating that "without local consent no amount of merit plan, no personnel standards, no mandates, are worth a whistle in a rain barrel, and that only by constant education and effort and proved performance of staff, will the community, its welfare board, or committee, be convinced that the best people are not too good for the job."

Mr. Towley called for sympathy, intelligence and rational control in social agencies, for, he said: "without sympathy one has little drive; without intelligence, one sits passive, uttering restrained cooing sounds; without rational control one will fall on his bright eager young face."

Integrity, tolerance, honesty and patience, plus a passion for fairness, he listed as the five characteristics with which rural social workers must be endowed to win local endorsement of public welfare agencies.

"The future of a public agency lies not alone in the doling out of dollar aid," he declared, "for money grants are only the life blood of the agency and its heart is service and right now it suffers from heart trouble."

Social workers, laboring in rural areas, were told by Raymond C. Smith, chief program analyst of the bureau of agricultural economics of the U. S. Department of Agriculture, that they may help to lead depressed agrarians out of a morass of poverty in his address before the Committee on Social Work in Rural Communities.

"Coordinated planning and cooperation of forces," he said, "can do much to aid in the movement toward the goal of a decent standard of living for all." He declared that in a society as complex as ours, subject to rapid changes that have become a part of our culture, no one type of action is going to solve all of our farm problems. But, he contended, poverty is not necessary in a country such as ours because our national resources are sufficient to give every person a decent standard of living.

The farm problem, he continued, is one of long standing and is not necessarily depression-born. Past land and agricultural policies, he pointed out, are important factors in the condition as are greedy misuse of physical resources through long periods of expansion and exploitation.

Mr. Smith asserted that today nearly 90 per cent of the farm products marketed are produced by only half of the farms, leaving only 10 per cent of the market for the other half. He declared, that

upon public demand, Congress and state legislatures are adopting a new policy and are proceeding to attack rural poverty by attempting to remove the factors that cause it. He also remarked that there is a crying need for improvement in educational and health facilities in rural areas and asserted that rehabilitation efforts should be expanded and some of the evils in our tenancy system vigorously attacked.

The committee was told that the future needs of rural social work and the rural community's future ability to support it are largely in the laps of the gods and of the politicians, by Walter A. Terpenning of the department of economics and sociology at Albion College.

In general today one will find farmers and inhabitants of Main street "as well-balanced as any others in their attitudes and opinions in respect to questions of the day such as morals, the rights of private property and the struggle between capital and labor," Mr. Terpenning said, at the same time pointing out that "a small percentage of the people are exclusively capitalists, business managers or laborers in the rural areas but the farmer is all three, plus being a landlord."

"The combination," Mr. Smith declared, "appears to produce a moderately conservative point of view which is usually somewhat critical of the status quo, but suspicious of radical changes and full of common sense and sound sentiment."

He told the committee that the present condition of the worried world is that it is largely because of the neglect of those premises which are the basis of the social worker's philosophy. He reminded the committee that "the community is the background against which the social worker must operate and therefore he must, and does, lend his support to contributing influences in touching it up."

At one point in his address he remarked that "poverty and hunger feel about the same to a farmer or a villager or an urban dweller but the trained social worker would have to make some allowance for the 'extravagant stinginess' of the rural board of supervisors in relieving the farmer."

He emphasized that, "until the support of rural social work becomes socialized on a national scale, rural social workers, like rural educators, will be harassed by the difficult problem of making very short ends meet."

Cites Case Work Effectiveness

The Committee on Unmarried Parenthood, looking into case work's contacts with the father, heard Maud Morlock, of the U. S. Children's Bureau, describe legal action against unwed fath-

ers, to force them to support their children, as "seldom successful."

Basing her report upon nationwide studies, conducted by the Children's Bureau, Miss Morlock declared that the number of men in arrears on their support payments steadily increases with each succeeding year after the court order. To amplify this point she pointed out that records of children, born in 1935, show that within one or two years, 80 percent of the white fathers and 86 percent of the Negro fathers had already fallen behind in their payments, nearly half of the fathers being in arrears for 50 percent, or more, of the amount due. Miss Morlock pointed out, in her discussion, that social case work is more effective than court action in getting paternal support for illegitimate children.

Can social work hold the hard-won gains of the 1930's? Will the human needs of the 1940's be adequately met, or will social work do the best it can while the nation mobilizes its political, economic and social resources for a very real program of national defense with emphasis upon the material and physical contributions of man? Social work has charted a course, broad and objective, as its suggestion for the preservation of our democracy. It is a course, achievement of which is to be desired. But, as Miss Coyle said in her Presidential address, "The whirlpool of events through which we must move makes it difficult to get, or to keep, the necessary perspective to give meaning and direction to our work." But America hopes, with her, "that we can, and will, build here a society in which every individual can develop his powers to the fullest, and in which the fruits of civilization, science, philosophy, art and human companionship can flourish and expand."

WILLIAM EARDLY.

The 1940 Proceedings

IT looks now as if the 1940 Proceedings will be published some time between October 15 and November 1. Because of the outstanding material presented at Grand Rapids every member of the Conference will want this volume for his professional library. If you are not already entitled to it through your membership fee, why not make arrangements to increase your membership classification, prior to September 1, so that you may secure it promptly upon publication.

Program Suggestions

ALTHOUGH the program at Grand Rapids is still fresh in our minds, it is not long until the Program Committee will start making plans for the 1941 Conference in Atlantic City. The first meeting of the Program Committee will be held late in September. If you have any suggestions of subjects or material that you would like to have discussed at Atlantic City, the Program Committee and the Section Chairmen will welcome receiving them. Your suggestions should reach the office in Columbus preferably by September 16 or not later than September 25 to receive consideration at the first meeting of the Program Committee.

The procedure of asking members of the Conference in various parts of the country to get groups of social workers together to discuss the program of the National Conference will be continued this year. The Section Chairmen have found the program suggestions which they have received from these groups extremely helpful in planning their programs.

The 1941 Annual Meeting

THE Conference voted to hold the 1941 annual meeting in Atlantic City, June 1-7. No acceptable invitations were presented for the 1942 annual meeting so the matter has been left in the hands of the Time and Place Committee for a later report to the Executive Committee.

The Task For 1941

(Continued from page 3)

do not make good recruits for industry or the armed forces. They know also that great social problems inevitably arise as a result of industrial and military mobilization. Migration, disruption of normal family life, inadequate housing, sickness and lack of medical care, training and retraining of industrial workers—all these will present subjects for discussion at our next National Conference.

In 1940 Miss Coyle said social work must redefine its function. In 1941 this function may be redefined for us unless we have sufficient influence to chart its course. Greater participation in community planning and action with all types of agencies is clearly indicated if social workers are to make a contribution in that area in which they are assumed to be specialists, human welfare. As Americans we must present a united front if we are to preserve our civil rights, our form of government, our social institutions. At Atlantic City in 1941 may we be able to discuss achievements in this direction and ways in which we have been able to integrate our social programs and relate them to other aspects of community life.

CONFERENCE ORGANIZATION

ELECTION results at the Grand Rapids meeting and the Conference organization for 1940-1941 are given herewith. The 1941 Conference is to be held in Atlantic City, New Jersey, June 1-7. The new 1940-1941 officers are:

President

JANE M. HOEY
Washington, D. C.

First Vice-President

ELLEN C. POTTER, M.D.
Trenton, New Jersey

Second Vice-President

FRED K. HOEHLER
Chicago, Illinois

Third Vice-President

JOHN T. CLARK
St. Louis, Missouri

Treasurer

ARCH MANDEL
New York City

General Secretary

HOWARD R. KNIGHT
Columbus, Ohio

EXECUTIVE COMMITTEE

Ex-Officio:—Jane M. Hoey, president; Ellen C. Potter, M.D., first vice-president; Fred K. Hoehler, second vice-president; John T. Clark, third vice-president; Arch Mandel, treasurer; Elwood Street, membership chairman.

Term expiring 1941:—Karl de Schweinitz, Philadelphia, Pennsylvania; Charles F. Ernst, Olympia, Washington; Harry Greenstein, Baltimore, Maryland; Fred K. Hoehler, Chicago, Illinois; Cheney C. Jones, Boston, Massachusetts; Clara Paul Paige, Chicago, Illinois; Mary Stanton, Los Angeles, California.

Term expiring 1942:—Helen Cody Baker, Chicago, Illinois; Leah Feder, St. Louis, Missouri; Jane M. Hoey, Washington, D. C.; The Right Reverend Monsignor Robert F. Keegan, New York City; Robert T. Lansdale, New York City; Edward D. Lynde, Cleveland, Ohio; Ellen C. Potter, M.D., Trenton, New Jersey.

Term expiring 1943:—Pierce Atwater, Chicago, Illinois; Ruth O. Blakeslee, Washington, D. C.; Charlotte Carr, Chicago, Illinois; Joanna C. Colcord, New York City; H. L. Lurie, New York City; Margaret E. Rich, Pittsburgh, Pennsylvania; Josephine Roche, Denver, Colorado.

PROGRAM COMMITTEE

Ex-Officio

Jane M. Hoey, Washington, D. C., Chairman.
Grace L. Coyle, Cleveland, Ohio.
Howard R. Knight, Columbus, Ohio.

Term Expires 1941

Frederick J. Moran, Albany, New York.
Joseph Tufts, Pittsburgh, Pennsylvania.

Term Expires 1942

Margaret E. Rich, Pittsburgh, Pennsylvania.
Ben M. Selekman, Boston, Massachusetts.

Term Expires 1943

Ruth O. Blakeslee, Washington, D. C.
Mrs. Chester Bowles, Essex, Connecticut.

Section Chairmen

Section I—Social Case Work.

Leah Feder, St. Louis, Missouri.

Section II—Social Group Work.

Helen Hall, New York City.

Section III—Community Organization.

Robert P. Lane, New York City.

Section IV—Social Action.

Lea D. Taylor, Chicago, Illinois.

Section V—Public Welfare Administration.

Robert T. Lansdale, New York City.

COMMITTEE ON TIME AND PLACE

Chairman: Florence M. Mason, Catholic Charities Bureau, Cleveland, Ohio.

Committee Members

Term Expires 1941

Loula Dunn, State Department of Public Welfare, Montgomery, Alabama.

Louise McGuire, Social Security Board, Washington, D. C.

George W. Rabinoff, Council of Jewish Federations and Welfare Funds, New York City.

Reuben B. Resnik, Council of Jewish Federations and Welfare Funds, Dallas, Texas.

C. C. Ridge, Grand Rapids Community Chest, Grand Rapids, Michigan.

Howard M. Slutes, Social Service Federation of Englewood, Englewood, New Jersey.

Term Expires 1942

Ralph Blanchard, Community Chests and Councils, New York City.

John S. Bradway, Law School, Duke University, Durham, North Carolina.

Marian Lowe, University of Kansas Hospitals, Kansas City, Kansas.

Isabel P. Kennedy, Federation of Social Agencies of Pittsburgh and Allegheny County, Pittsburgh, Pennsylvania.

Louise A. Root, Community Fund and Council of Social Agencies, Milwaukee, Wisconsin.

Forrester B. Washington, Atlanta School of Social Work, Atlanta, Georgia.

T. E. Wintersteen, Social Service Bureau, Chattanooga, Tennessee.

Term Expires 1943

C. W. Areson, State Agricultural and Industrial School, Industry, New York.

Harry M. Carey, Greater Boston Community Fund, Boston, Massachusetts.

Louise M. Clevenger, St. Paul Community Chest and Welfare Council, St. Paul, Minnesota.

Helen W. Hanchette, Associated Charities, Cleveland, Ohio.

Charles I. Schottland, Federation of Jewish Welfare Organizations, Los Angeles, California.

Marietta Stevenson, American Public Welfare Association, Chicago, Illinois.

Walter W. Whitson, Family Service Bureau, Houston, Texas.

SECTION I—SOCIAL CASE WORK

Chairman: Leah Feder, Department of Social Work, Washington University, St. Louis, Missouri.

Vice-Chairman: Lucille Nickel Austin, New York School of Social Work, New York City.

Committee Members**Term Expires 1941**

Catherine Bliss, Social Service Department, Children's Hospital, Los Angeles, California.

Susan Burlingham, Family Society of Philadelphia, Philadelphia, Pennsylvania.

Leah Feder, Department of Social Work, Washington University, St. Louis, Missouri.

Gordon Hamilton, New York School of Social Work, New York City.

Ruth Smalley, School of Applied Social Sciences, University of Pittsburgh, Pittsburgh, Pennsylvania.

Term Expires 1942

Herschel Alt, Children's Aid Society, St. Louis Provident Association, St. Louis, Missouri.

Lillian Johnson, Ryther Child Center, Seattle, Washington.

Rosemary R. Reynolds, Family Welfare Association of America, Cleveland, Ohio.

Clare M. Tousley, Community Service Society of New York, New York City.

Grace White, School of Social Work, Tulane University, New Orleans, Louisiana.

Term Expires 1943

Marcella Farrar, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.

Alta Hoover, Oregon State Relief Commission, Portland, Oregon.

Ruth E. Lewis, Department of Social Work, Washington University, St. Louis, Missouri.

Mary E. Lucas, Family Welfare Association of America, New York City.

Louise Silbert, Massachusetts General Hospital, Boston, Massachusetts.

SECTION II—SOCIAL GROUP WORK

Chairman: Helen Hall, Henry Street Settlement, New York City.

Vice-Chairman: Clara A. Kaiser, New York School of Social Work, New York City.

Committee Members**Term Expires 1941**

Joseph P. Anderson, Pittsburgh Housing Authority, Pittsburgh, Pennsylvania.

Clara A. Kaiser, New York School of Social Work, New York City.

Glenford W. Lawrence, Chicago Commons, Chicago, Illinois.

W. T. McCullough, Welfare Federation of Cleveland, Cleveland, Ohio.

Helen Rowe, United States Children's Bureau, St. Paul, Minnesota.

Term Expires 1942

Sanford Bates, Boys' Clubs of America, New York City.

Louis H. Blumenthal, Jewish Community Center, San Francisco, California.

Lucy P. Carner, Council of Social Agencies, Chicago, Illinois.

Louise M. Clevenger, Community Chest, St. Paul, Minnesota.

Harold D. Meyer, University of North Carolina, Chapel Hill, North Carolina.

Term Expires 1943

Harrison S. Elliott, Union Theological Seminary, New York City.

Charles E. Hendry, Boys' Clubs of America, New York City.

Mary Ellen Hubbard, Southwark Neighborhood House, Philadelphia, Pennsylvania.

Annie Clo Watson, International Institute, San Francisco, California.

Margaret Williamson, National Board, Y.W.C.A.'s, New York City.

SECTION III—COMMUNITY ORGANIZATION

Chairman: Robert P. Lane, Welfare Council of New York City, New York City.

Vice-Chairman: Russell H. Kurtz, Russell Sage Foundation, New York City.

Committee Members**Term Expires 1941**

C. Raymond Chase, Community Federation of Boston, Boston, Massachusetts.

David C. Liggett, Minneapolis Council of Social Agencies, Minneapolis, Minnesota.

C. Whit Pfeiffer, Council of Social Agencies, Kansas City, Missouri.

Orville Robertson, Family Society of Seattle, Seattle, Washington.

Florence M. Warner, Connecticut College, New London, Connecticut.

Term Expires 1942

George F. Davidson, Director of Social Welfare, Province of British Columbia, Victoria, B. C.

Robert P. Lane, Welfare Council of New York City, New York City.

Arch Mandel, Greater New York Fund, New York City.

Edward L. Ryerson, Jr., Chicago, Illinois.

Mary Stanton, Council of Social Agencies of Los Angeles, Los Angeles, California.

Term Expires 1943

Ralph H. Blanchard, Community Chests and Councils, New York City.

Arthur Dunham, University of Michigan, Detroit, Michigan.

Anita Eldridge, California Conference of Social Work, San Francisco, California.

Josephine Strode, Department of Rural Sociology, Cornell University, Ithaca, New York.

Martha Wood, U. S. Children's Bureau, Washington, D. C.

SECTION IV—SOCIAL ACTION

Chairman: Lea D. Taylor, Chicago Commons, Chicago, Illinois.

Vice-Chairman: George E. Bigge, Social Security Board, Washington, D. C.

Committee Members**Term Expires 1941**

Charlotte Carr, Hull House, Chicago, Illinois.

Martha A. Chickering, State Department of Social Welfare, Sacramento, California.

Lea D. Taylor, Chicago Commons, Chicago, Illinois.

Conrad Van Hyning, Children's Service Center of Wyoming Valley, Wilkes-Barre, Pennsylvania.

Mary van Kleeck, Russell Sage Foundation, New York City.

Term Expires 1942

- J. P. Chamberlain, Columbia University, New York City.
 Michael M. Davis, Committee on Research in Medical Economics, New York City.
 The Right Reverend Francis J. Haas, School of Social Science, Catholic University of America, Washington, D. C.
 John A. Lapp, Chicago, Illinois.
 Katharine F. Lenroot, U. S. Children's Bureau, Washington, D. C.

Term Expires 1943

- Mary Anderson, Women's Bureau, U. S. Department of Labor, Washington, D. C.
 Roger N. Baldwin, American Civil Liberties Union, New York City.
 John S. Bradway, Law School, Duke University, Durham, North Carolina.
 Paul H. Douglas, Department of Economics, University of Chicago, Chicago, Illinois.
 Thomas Parran, M.D., United States Public Health Service, Washington, D. C.

SECTION V—PUBLIC WELFARE ADMINISTRATION

Chairman: Robert T. Lansdale, New York School of Social Work, New York City.

Vice-Chairman: Benjamin E. Youngdahl, George Warren Brown Department of Social Work, Washington University, St. Louis, Missouri.

Committee Members**Term Expires 1941**

- C. W. Areson, State Agricultural and Industrial School, Industry, New York.
 Mary Irene Atkinson, U. S. Children's Bureau, Washington, D. C.
 Ruth O. Blakeslee, Bureau of Public Assistance, Social Security Board, Washington, D. C.
 Josephine C. Brown, Catholic University of America, Washington, D. C.

Term Expires 1942

- David C. Adie, New York State Department of Social Welfare, Albany, New York.
 Right Reverend Monsignor John O'Grady, National Conference of Catholic Charities, Washington, D. C.
 Ruth Taylor, Department of Public Welfare, Westchester County, Valhalla, New York.
 Charlotte Whitton, Canadian Welfare Council, Ottawa, Canada.
 Elizabeth Wisner, School of Social Work, Tulane University, New Orleans, Louisiana.

Term Expires 1943

- Charles H. Alspach, Social Security Board, Boston, Massachusetts.
 Robert W. Beasley, Bureau of Public Assistance, Social Security Board, San Francisco, California.
 William Haber, National Refugee Service, New York City.
 Florence L. Sullivan, U. S. Children's Bureau, Washington, D. C.
 Ernest F. Witte, Graduate School of Social Work, University of Washington, Seattle, Washington.

THE report of the Committee on Nominations for election at Atlantic City as presented at Grand Rapids is as follows:

For President: Shelby M. Harrison, Russell Sage Foundation, New York City.

For First Vice-President: Wilfred S. Reynolds, Council of Social Agencies of Chicago, Chicago, Illinois.

For Second Vice-President: Michael M. Davis, Committee on Research in Medical Economics, New York City.

For Third Vice-President: Betsey Libbey, Family Society of Philadelphia, Philadelphia, Pennsylvania.

The following members of the National Conference of Social Work were nominated for the Executive Committee term to expire in 1944. (Seven to be elected.)

Reverend John J. Butler, Catholic Charities, St. Louis, Missouri.
 Martha Chickering, State Department of Social Welfare, Sacramento, California.

Ewan Clague, Bureau of Employment Service, Social Security Board, Washington, D. C.

Evelyn K. Davis, National Organization for Public Health Nursing, New York City.

John A. Eisenhower, Cleveland Boys' Farm School, Hudson, Ohio.

Benjamin Glassberg, Department of Public Assistance, Milwaukee, Wisconsin.

Gordon Hamilton, New York School of Social Work, New York City.

Wayne McMillen, University of Chicago, Chicago, Illinois.

Mary E. Murphy, Elizabeth McCormick Memorial Fund, Chicago, Illinois.

George W. Rabinoff, Council of Jewish Federations and Welfare Funds, New York City.

Charles I. Schottland, Federation of Jewish Welfare Organizations, Los Angeles, California.

Agnes Van Driel, Bureau of Public Assistance, Social Security Board, Washington, D. C.

Gertrude Wilson, School of Applied Social Sciences, University of Pittsburgh, Pittsburgh, Pennsylvania.

The following nominations were made by section nominating committees and approved at the section business sessions. The chairmen and vice-chairmen are nominated to serve for one year.

Section I—Social Case Work**Chairman:**

Alice D. Taggart, Community Service Society of New York, New York City.
 Jeanette Regensburg, Tulane School of Social Work, Tulane University, New Orleans, Louisiana.

Vice-Chairman:

Margaret Kauffman, Brooklyn Bureau of Charities, Brooklyn, New York.
 Rosemary R. Reynolds, Family Welfare Association of America, Cleveland, Ohio.

Committee Members**Term to Expire in 1944 (Five to be elected)**

Clinton W. Areson, State Agriculture and Industrial School, Industry, New York.

Grace A. Browning, School of Social Service Administration, University of Chicago, Chicago, Illinois.

Eva Burmeister, Milwaukee Orphans' Asylum, Milwaukee, Wisconsin.

Elizabeth McCord de Schweinitz, Philadelphia, Pennsylvania.

Frederika Neumann, Jewish Board of Guardians, New York City.

Elizabeth L. Porter, Family Service Society, New Orleans, Louisiana.

Claire Thomas, Delaware County Board of Assistance, Chester, Pennsylvania.

Helaine A. Todd, Roanoke Family Service Association, Roanoke, Virginia.

Anna Budd Ware, Family Consultation Service, Associated Charities, Cincinnati, Ohio.

Section II—Social Group Work

Chairman: W. I. Newstetter, School of Applied Social Sciences, University of Pittsburgh, Pittsburgh, Pennsylvania.
 Vice-Chairman: Joseph R. Hoffer, Council of Social Agencies, Philadelphia, Pennsylvania.

Committee Members**Term to Expire 1944 (Five to be elected)**

Earl W. Brandenburg, Y.M.C.A. Retirement Fund, New York City.
 Dorothy I. Cline, United States Housing Authority, Washington, D. C.
 Margaret Day, National Federation of Settlements, New York City.
 Neva R. Deardorff, Welfare Council of New York City, New York City.
 Joseph R. Hoffer, Council of Social Agencies, Philadelphia, Pennsylvania.
 Helen Phelan, Cleveland Metropolitan Housing Authority, Cleveland, Ohio.
 Frank J. Skalak, The Brashear Association, Pittsburgh, Pennsylvania.
 John Caswell Smith, Jr., Boston Urban League, Boston, Massachusetts.
 Dorothea Sullivan, Girl Scouts, New York City.
 Harleigh B. Trecker, George Williams College, Chicago, Illinois.

Section III—Community Organization

Chairman:

Bradley Buell, Community Chests and Councils, New York City.
 Edward D. Lynde, Welfare Federation of Cleveland, Cleveland, Ohio.

Vice-Chairman:

Charles J. Birt, Community Union, Madison, Wisconsin.
 Leroy A. Ramsdell, Hartford Council of Social Agencies, Hartford, Connecticut.

Committee Members**Term to Expire in 1944 (Five to be elected)**

Helen M. Alvord, Community Chest and Council, Greenwich, Connecticut.
 Thomas Devine, Welfare Federation of Yonkers, Yonkers, New York.
 Samuel A. Goldsmith, Jewish Charities of Chicago, Chicago, Illinois.
 Elroy S. Guckert, Council of Social Agencies of Metropolitan Detroit, Detroit, Michigan.
 Isabel P. Kennedy, Federation of Social Agencies of Pittsburgh and Allegheny County, Pittsburgh, Pennsylvania.
 W. T. McCullough, Welfare Federation of Cleveland, Cleveland, Ohio.
 Wayne McMillen, University of Chicago, Chicago, Illinois.
 Earl N. Parker, Family Welfare Association of America, New York City.
 Frank Rarig, Ramsey County Board of Public Welfare, St. Paul, Minnesota.
 Arthur Rotch, Massachusetts Department of Public Welfare, Boston, Massachusetts.

Section IV—Social Action

Chairman:

John A. Fitch, New York School of Social Work, New York City.
 H. L. Lurie, Council of Jewish Federations and Welfare Funds, New York City.

Vice-Chairman:

Annetta M. Dieckmann, Y.W.C.A., Chicago, Illinois.
 Elinore M. Herrick, National Labor Relations Board, New York City.

Committee Members**Term to Expire 1944 (Five to be elected)**

Eleanor Copenhaver Anderson, Y.W.C.A., New York City.
 John A. Fitch, New York School of Social Work, New York City.
 E. Franklin Frazier, Howard University, Washington, D. C.
 Marion Hathway, American Association of Schools of Social Work, Pittsburgh, Pennsylvania.

T. Arnold Hill, National Urban League, New York City.
 Sidney Hollander, Board of State Aid and Charities, Baltimore, Maryland.
 Drummond Jones, U. S. Department of Agriculture, Washington, D. C.
 Joseph H. Levy, United Office and Professional Workers of America, Chicago, Illinois.
 James Myers, Federal Council of Churches of Christ in America, New York City.
 Lea D. Taylor, Chicago Commons, Chicago, Illinois.

Section V—Public Welfare Administration

Chairman: Dorothy C. Kahn, American Association of Social Workers, New York City.

Vice-Chairman: Elizabeth Cosgrove, U. S. Civil Service Commission, Washington, D. C.

Committee Members**Term to Expire 1944 (Four to be elected)**

Fay L. Bentley, Juvenile Court, Washington, D. C.
 Elsa Castendyck, U. S. Children's Bureau, Washington, D. C.
 Ruth R. Coleman, Cook County Bureau of Public Welfare, Chicago, Illinois.
 Dorothy C. Kahn, American Association of Social Workers, New York City.
 Eunice Minton, Florida State Welfare Board, Jacksonville, Florida.
 C. F. Ramsay, Michigan Children's Institute, Ann Arbor, Michigan.
 May Risher, National Youth Administration, Washington, D. C.
 J. Sheldon Turner, Director, Agency Relationship Division, State Board of Charities, Wilmington, Delaware.

The Conference In Retrospect

(Continued from page 4)

individual. Our concern for the individual must be kept at the center of our efforts if we are to preserve our democratic heritage, but these times require also a new realization of the social responsibility and the social relationship of every service the community provides. It seemed as if we were moving somewhat gropingly to discover what that relationship must mean for social workers.

Much more clearly defined was the strong feeling prevalent throughout that the threat—or the reality—of war must not undermine the social gains that we have achieved. Interpretations of the international situation and the needs of national defense differed as widely as in any other section of the American public, but there was essential agreement, I believe, that every effort must be made to uphold standards of living, to preserve essential health and other services, to strengthen the morale of the people in the impending period of terrific strain. It can perhaps be summed up in the conviction that "Our Defense must be from within."

Remember the Dates
68th ANNUAL MEETING
National Conference of Social Work



JUNE 1 - 7, 1941



Atlantic City, New Jersey

